

**State Sunshine Collective Bargaining Proposals
For Inclusion in the Agreement with the
Service Employees International Union (SEIU) – Local 1000
Bargaining Unit 3
Professional Educators and Librarians**

General

In recognition of the Governor's proposed 2008/09 budget and the State's existing and projected fiscal deficit, the State desires to negotiate contract provisions that are fiscally responsible and that will achieve improved efficiencies within State government. The State is especially interested in any concept that reduces employer costs or achieves fiscal savings to the State.

The employer recognizes that the Unit 3 contract expires June 30, 2008 and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the employer will consider any issue that is arguably within scope for inclusion in a successor contract. Specifically, the State is willing to meet and confer in good faith with the union on the following subjects:

- Article 1 – Recognition
- Article 2 – Union Representation Rights
- Article 3 – Union Security
- Article 4 – State's Rights
- Article 5 – General Provisions
- Article 6 – Grievance and Arbitration Procedures
- Article 7 – Holidays
- Article 8 – Leaves
- Article 9 – Health and Welfare
- Article 10 – Health and Safety
- Article 11 – Salaries
- Article 12 – Allowances and Reimbursements
- Article 13 – Career Development
- Article 14 – Classification
- Article 15 – Transfer
- Article 16 – Layoff
- Article 17 – Retirement
- Article 18 – Permanent Intermittents
- Article 19 – Hours of Work and Overtime
- Article 21 – Miscellaneous

Article 22 – State Special Schools

Article 23 – California Department of Corrections and Rehabilitation (CDCR), Division of Juvenile Justice (DJJ)

Article 24 – Entire Agreement and Duration

Side Letter 1 – Golden Handshake

Side Letter 2 – Streamlining the State Safety Retirement Process

Side Letter 3 – Domestic Partner

Side Letter 4 - The State proposes to delete this side letter

Side Letter 5 – The State proposes to delete this side letter

Attachment A - Coaching Differential

ADDENDUM I – Time off For Victims of Domestic Violence

New Proposals

The State may make additional specific proposals or counter-proposals in any of the enumerated subject areas as issues arise during the course of bargaining.